



Australian Bureau of Statistics

6310.0 - Employee Earnings, Benefits and Trade Union Membership, Australia, August 2012

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Summary

Main Features

NOTES

ABOUT THIS PUBLICATION

This publication presents information about employees. Data are presented on their weekly earnings, entitlement to core employment benefits such as types of paid leave, superannuation contributions made by employers, and trade union membership. This information can be cross-classified by a range of personal characteristics, and characteristics of employment such as full-time or part-time status, industry and occupation of main job and demographic characteristics.

The statistics in this publication were compiled from the Employee Earnings, Benefits and Trade Union Membership (EEBTUM) Survey conducted throughout Australia in August 2012 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Questions were asked of all employees in their main job except for those who worked solely for payment in kind in their main job.

ROUNDING

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Supplementary Survey Section on Canberra (02) 6252 7206, email <labour.statistics@abs.gov.au>.

Summary of findings

SUMMARY OF FINDINGS

OVERVIEW

In August 2012, the Employee Earnings, Benefits and Trade Union Membership (EEBTUM) survey found there were 10.1 million employees (5.4 million males and 4.8 million females) (Table 5). Of these, 70% were full-time employees in their main job (84% of male employees and 54% of female employees).

The survey found:

- mean weekly earnings for employees in their main job was \$1,115 (Table 4);
- 18% were trade union members in their main job (Table 11);
- 90% reported they had contributions made by their current employer into a superannuation scheme on their behalf (Table 10); and
- 763,300 (8%) were owner managers of incorporated enterprises (OMIEs) (Table 6).

WEEKLY EARNINGS

Mean weekly earnings in all jobs

The mean weekly earnings in all jobs of those who were an employee in their main job was \$1,125 in August 2012. Mean weekly earnings in all jobs for males was \$1,338 compared to \$886 for females. Mean weekly earnings for full-time workers was \$1,379 compared to \$505 for part-time workers (Table 1).

Mean weekly earnings in all jobs for those who were an employee in their main job increased \$55 (5%) between 2011 and 2012. It increased by 59% during the ten years to August 2012, from \$707 in August 2002 to \$1,125 in August 2012. Changes in mean weekly earnings are affected not only by changes in the rate of pay, but also by any changes in the composition of the Australian workforce, including:

- diversity of employment arrangements;
- number of hours worked;
- the extent of part-time and casual employment;
- mix of industries and occupations; and
- inflation over time.

Real mean weekly earnings in all jobs

Real mean weekly employee earnings in all jobs (adjusted for inflation using the Consumer Price Index) (see table below), increased by 21% over the ten years to August 2012. It had increased by \$34 (3%) since August 2011.

There were two years over the last ten where the mean weekly employee earnings did not increase in real terms. Between August 2007 and August 2008 mean weekly earnings declined by 1% (\$16), and between August 2010 and August 2011 there was no change.

Employees in main job, Real mean weekly earnings in all jobs^{(a)(b)} - By sex and full-time or part-time status in all jobs - August 2002 to August 2012

Sex		Full-time or part-time status in all jobs		Total
Males	Females	Full-time workers	Part-time workers	

August	\$	\$	\$	\$	\$
2002	1 099	746	1 139	423	933
2003	1 118	746	1 163	417	945
2004(c)	1 135	773	1 173	438	964
2005	1 166	781	1 200	448	985
2006	1 200	798	1 234	456	1 012
2007(d)	1 269	836	1 299	474	1 068
2008	1 246	829	1 277	470	1 052
2009	1 282	856	1 329	485	1 080
2010	1 294	864	1 337	494	1 092
2011	1 292	866	1 336	496	1 091
2012	1 338	886	1 379	505	1 125

(a) In September 2012 dollars, adjusted using changes in the Consumer Price Index.

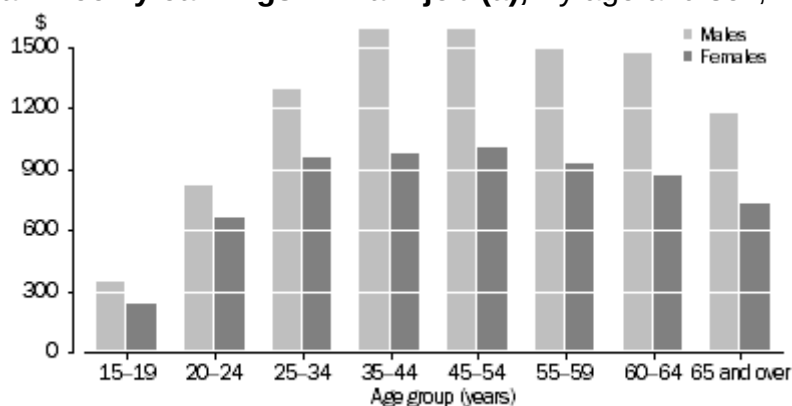
(b) For more information, see footnotes on Table 1.

(c) Imputation not used prior to 2004, see footnote on Table 1.

(d) From 2007, employees were specifically asked to include salary sacrifice in their earnings, see footnote on Table 1.

Mean weekly earnings in main job

Mean weekly earnings in main job (a), By age and sex, 2012



(a) For more information see paragraphs 17-19 of the Explanatory Notes.

The mean weekly earnings for employees in their main job in August 2012 was \$1,330 for males and \$874 for females. Those aged 45-54 years had the highest mean weekly earnings (\$1,587 for males, compared to \$1,002 for females) (Table 4).

The mean weekly earnings in main job was higher for males than for females in every age group. In the 60-64 year age group the mean weekly earnings for females was 59% of that for males. In the 20-24 year age group - female average weekly earnings were 80% of male earnings. The differences were partly driven by higher rates of part-time employment by women. When comparing full-time earnings of male and female employees in their main job, female earnings increase to 74% of male earnings for 60-64 years, and to 90% for 20-24 year old females. The difference is smallest when comparing female part-time employee earnings with male part-time employee earnings (Table 4).

Median weekly earnings in main job

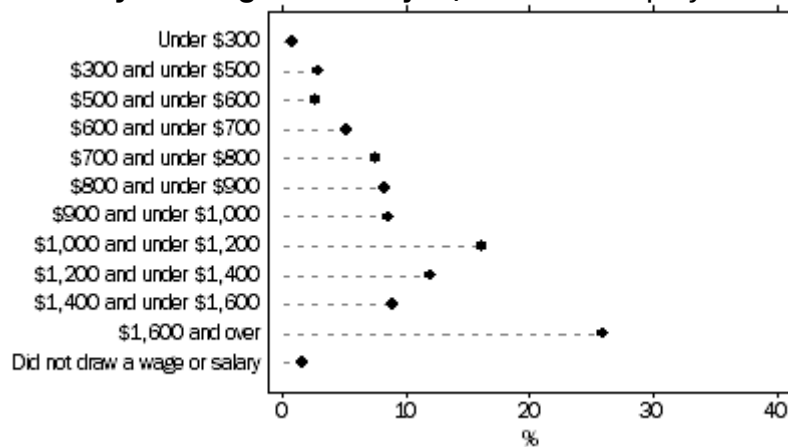
In August 2012, the median weekly earnings in main job for all employees was \$950, compared to a mean of \$1,115 (Table 6). The difference between the mean and median

shows that the high earnings of some employees increases the mean weekly earnings relative to median earnings. Ten per cent of employees in their main job earned at least twice the mean - \$2,000 or more per week in their main job (Table 7).

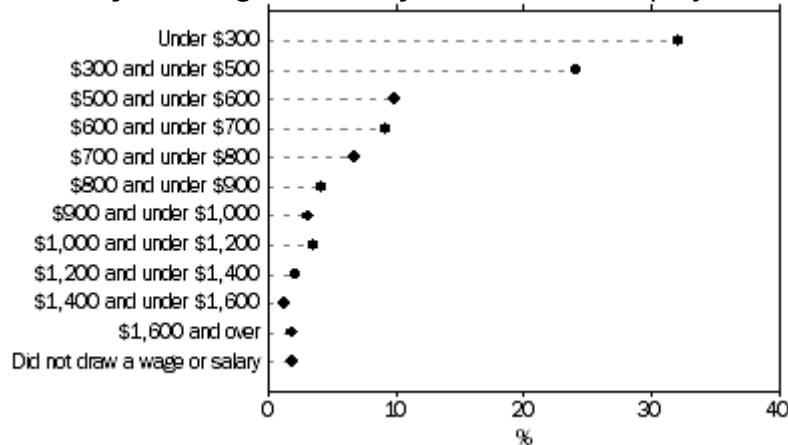
Median weekly earnings was the highest for employees who worked in the mining industry (\$1,950) while the lowest median weekly earnings was for employees who worked in the Accommodation and food services industry (\$450) (Table 9). Mining has the highest proportion of full-time employees (96%) while Accommodation and food services had the lowest proportion (38%) (Table 5). By occupation, the highest median earnings was for Managers (\$1,350) while the lowest was for Sales workers (\$500) (Table 8). Managers was one of the occupations with the highest proportion of full-time employees (88%) while Sales workers had the lowest (41%) (Table 5).

Weekly earnings in main job

Distribution of Weekly earnings in main job, Full-time employees in main job, 2012



Distribution of Weekly earnings in main job, Part-time employees in main job, 2012



As would be expected, the distribution of weekly earnings of part-time employees was concentrated in lower earning groups with 56% earning under \$500 per week. For full-time employees, 63% earned \$1,000 or more per week (Table 10).

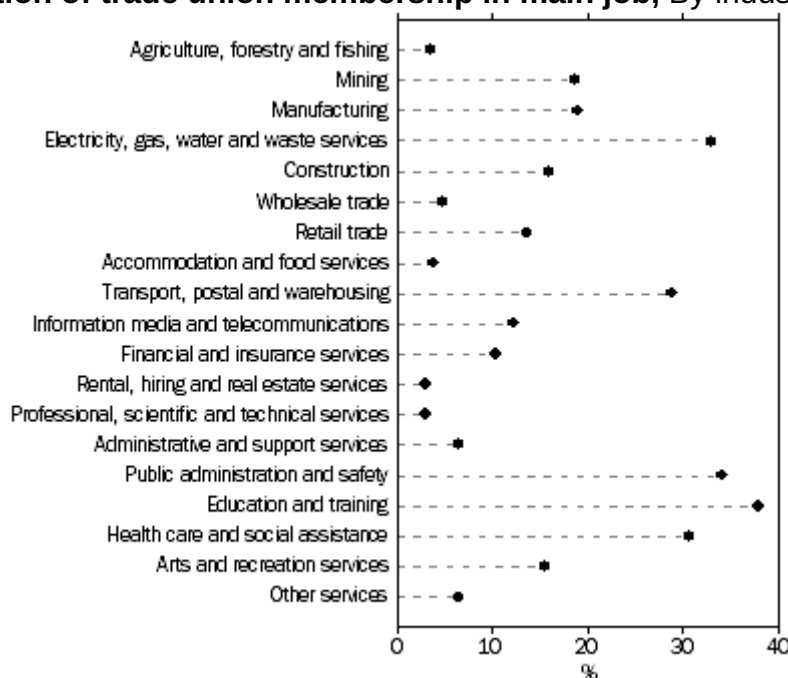
TRADE UNION MEMBERSHIP

The proportion of employees who were trade union members in their main job has been steady for the last three years at 18% (Table 11).

In August 2012:

- 20% of full-time employees and 14% of part-time employees were trade union members in their main job;
- 43% of public sector employees compared with 13% of private sector employees were trade union members in their main job; and
- Tasmania had the highest proportion (26%) of employees who were trade union members in their main job, while Western Australia had the lowest proportion (14%) (Table 11).

Proportion of trade union membership in main job, By industry, 2012



Employees in the Education and training industry had the highest proportion of trade union membership in their main job (38%), followed by Public administration and safety (34%). The industries with the lowest proportion of trade union membership in their main job were Rental, hiring and real estate services, and Professional, scientific and technical services (both 3%) (Table 13).

Of those employees who were currently a trade union member but not necessarily in connection to their main job, 65% had been a trade union member for five years or more. Only 10% had been a trade union member for less than one year (Table 16).

There were 1.3 million employees who were not currently members of a trade union but had been one in the past. Just over three-quarters (77%) of these employees had not been a trade union member for at least five years, while 5% had last been a member less than one year ago. Most employees (6.8 million or 68%) had never been a trade union member (Table 16).

SUPERANNUATION CONTRIBUTIONS PAID BY EMPLOYER

In August 2012, 90% of all employees reported that they had superannuation contributions paid into a superannuation scheme on their behalf by their employer in their main job. A higher proportion of full-time employees reported contributions paid into a superannuation scheme on their behalf than part-time employees (94% and 80% respectively). A higher

proportion of female part-time employees reported superannuation contributions made by their employer than male part-time employees (84% compared to 70%) (Table 10).

Over 95% of employees earning \$500 or more per week reported to have had superannuation contributions paid into a superannuation scheme by their employer. Within this group, 97% of those earning between \$1,200 and under \$1,800 per week had superannuation contributions made by their employer. In contrast, employees earning less than \$400 per week were less likely to report to have superannuation contributions paid into a superannuation scheme by their employer. For example, 53% of those earning under \$200 per week and 76% of those earning between \$200 to less than \$300 per week reported that their employer paid superannuation contributions paid into a superannuation scheme (Table 10).

Under the **Superannuation Guarantee Act, 1992**, employers are obliged to make superannuation contributions on behalf of their employees. Exemptions include where the employee is aged less than 18 years and not working 30 hours or more; are aged 70 years or over; or employees who earn less than \$450 (before tax) in a calendar month.

EMPLOYEES (EXCLUDING OMIES)

With paid leave entitlements

In August 2012, there were 9.4 million employees excluding owner managers of incorporated enterprises (OMIEs) (4.8 million males and 4.5 million females). Of these, 7.1 million (76%) had paid leave entitlements in their main job (that is they were entitled to paid holiday leave and/or paid sick leave) (Table 21).

A higher proportion of male employees had paid leave entitlements (79%) than female employees (73%), however a higher proportion of male employees worked full-time. Nearly nine out of ten full-time employees had paid leave entitlements (90%) compared to 46% of part-time employees. When looking at full-time/part-time status, female full-time employees were more likely to have paid leave entitlements than male full-time employees (92% compared to 88% for males), as were female part-time employees (52% compared to 30% for male part-time employees) (Table 21).

The occupation groups with the highest proportion of employees excluding OMIEs with paid leave entitlements were Managers (93%), followed by Professionals (89%). The occupation groups with the lowest proportion with paid leave entitlements were Sales workers and Labourers (both 53%) (Table 22).

Mean weekly earnings in main job

Mean weekly earnings in main job for employees excluding OMIEs was \$1,090 (\$1,299 for males and \$867 for females). Employees with paid leave entitlements had higher mean weekly earnings in their main job (\$1,243) than those without paid leave entitlements (\$597) (Table 19).

Trade union membership in main job

Of employees excluding OMIEs, 1.8 million were trade union members in their main job (Table 24). Of these:

- 50% were male, although females were slightly more likely to be trade union members in their main job (20% compared to 19% for males);
- 92% had paid leave entitlements;
- 32% were in the Professionals occupation, although the occupation with the highest proportion of trade union members in their main job was Machinery operators and drivers (29%);
- 22% in the Health care and assistance industry (Table 23); and
- 18% worked in the Education and training industry.

Without paid leave entitlements

In August 2012, 2.2 million (24%) employees excluding OMIEs did not have paid leave entitlements (a proxy measure for casual employment) in their main job, that is, they were not entitled to either paid sick leave or paid holiday leave in their main job (or did not know if they were entitled) (Table 21). Of these:

- 54% were female;
- 20% were aged 15-19 years, and 59% were aged 15-34 years; and
- 70% were part-time employees (Table 21);

Types of paid leave entitlements

There are a number of different types of paid leave that employees may be entitled to. In addition to paid holiday leave and sick leave, employees may also be entitled to paid long service leave and paid maternity/paternity leave.

In August 2012, 78% of employees excluding OMIEs reported they had one or more paid leave entitlements, while 22% had no paid leave entitlements at all. Only 45% reported that they had all paid leave entitlements: holiday leave, sick leave, long service leave and maternity/paternity leave. The most common paid leave entitlements reported by employees were paid sick leave (76%) and/or paid holiday leave (75%) (Table 20).

The survey found:

- 50% of the 4.5 million female employees excluding OMIEs reported that they had all of the paid leave entitlements, compared with 40% of male employees. This was driven by the differences in the reporting of paid maternity/paternity leave for males and females (42% compared to 53%). Higher proportions of males reported the other paid leave entitlements.
- 53% of the 6.5 million full-time employees excluding OMIEs had all paid leave entitlements, compared with 26% of the 2.9 million part-time employees; and
- 74% of the 1.7 million employees excluding OMIEs in the public sector had all paid leave entitlements, compared with 38% of the 7.6 million employees in the private sector (Table 20).

Overall, the industries with the highest proportion of employees excluding OMIEs who reported all of the paid leave entitlements were Public administration and safety (75%) and Financial and insurance services (70%). In contrast, only 14% of employees in the Accommodation and food services industry reported all paid leave entitlements, and 62% had no paid leave entitlements (Table 20).

The occupation with the highest proportion of employees excluding OMIEs who reported all paid leave entitlements in August 2012 was Professionals (62%). In contrast, only 23% of Labourers and 27% of Sales workers reported they had all paid leave entitlements, while 44% of Labourers and 44% of Sales workers had no paid leave entitlements at all. (Table 20).

About this Release

Contains information from three survey topics: weekly earnings of employees, core employment benefits and trade union members. Weekly earnings data shows the distribution of weekly earnings of all wage and salary earners classified by full-time/part-time employees, employees with or without leave entitlements, sector, hours worked and hours paid. Core employment benefits data includes information relating to sick leave, annual leave, long-service leave, maternity/paternity leave and superannuation coverage. Information about the level of trade union membership is also provided. For each of these topics estimates can be cross-classified by demographics such as state, sex, age, marital status, birthplace; and by labour force characteristics such as industry of main job and occupation of main job.

History of Changes

This document was added or updated on 04/06/2014.

04/06/2014 Data has been updated in the Trade Union Membership Time Series data cube. The change relates to TABLE 5 in the data cube for EMPLOYEES IN MAIN JOB, by trade union membership in main job, by sector of main job, by full-time or part-time employees in main job, by sex, 1990–2012, in relation to people who 'Did not know' if they were a trade union member.

Data for people who did not know if they were trade union members was included in counts of people who were not trade union members.

This data has been updated and is now included in 'Total'.

Explanatory Notes

Explanatory Notes

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from data collected in the Employee Earnings, Benefits and Trade Union Membership (EEBTUM) Survey conducted throughout Australia in August 2012 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

2 Information about survey design, scope, coverage and population benchmarks relevant to the monthly LFS, which also applies to supplementary surveys, can be found in the publication Labour Force, Australia (cat. no. 6202.0).

CONCEPTS, SOURCES AND METHODS

3 The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, the concepts of earnings statistics, and the sources and methods used in compiling these estimates, are presented in Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001).

4 The conceptual framework for measures of mean and median earnings aligns closely with the standards and guidelines set out in the System of National Accounts 2008, and resolutions of the International Conference of Labour Statisticians.

SCOPE

5 The scope of the LFS is restricted to persons aged 15 years and over and excludes the following people:

- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from the Census and estimated population;
- overseas residents in Australia; and
- members of non-Australian defence forces (and their dependants).

6 Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities), and inmates of prisons are excluded from all supplementary surveys.

7 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded persons living in Aboriginal and Torres Strait Islander communities in very remote parts of Australia.

8 This survey was restricted to employees in their main job excluding employees who worked solely for payment in kind in their main job. Persons not in the labour force and unemployed persons were also excluded.

COVERAGE

9 The estimates in this publication relate to persons covered by the survey in August 2012. In the LFS, coverage rules are applied which aim to ensure that each person is associated

with only one dwelling, and hence has only one chance of selection in the survey. See Labour Force, Australia (cat. no. 6202.0) for more details.

SAMPLE SIZE

10 Supplementary surveys are not conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

11 The sample for EEBTUM is a subsample of 36,820 private dwelling households and special dwelling units included in the ABS monthly LFS in August 2012. The final sample on which estimates are based is composed of 25,967 persons aged 15 years and over who were employees in their main job.

RELIABILITY OF THE ESTIMATES

12 Estimates in this publication are subject to sampling and non-sampling errors:

- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For more information see the Technical Note.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and effective processing procedures.

SEASONAL FACTORS

13 The estimates are based on information collected in the survey month (August) and, due to seasonal factors, may not be representative of other months of the year.

CLASSIFICATIONS USED

14 Country of birth data are classified according to the Standard Australian Classification of Countries (SACC), Second Edition (cat. no. 1269.0).

15 From 2006, occupation data are classified according to the ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1 (cat. no. 1220.0).

16 Industry data are classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 1.0) (cat. no. 1292.0).

NOTES ON ESTIMATES

Imputation

17 Where information relating to earnings in main job and second job has not been provided by the respondent, values have been imputed. In August 2012, there were 3,422 cases where information relating to earnings in main job was not provided by the respondent, and 109 cases where information relating to earnings in second job was not provided by the respondent. Where this was the only information missing from the respondent record, the value was imputed based on answers provided from another respondent with similar characteristics (referred to as the "donor"). Donor records were selected for imputation of earnings in main job by matching information on sex, age, state or territory of usual residence and selected labour force characteristics (full-time or part-time in main job, industry, occupation, hours worked in main job, owner manager status) of the person with missing information.

18 Donor records were selected for imputation of earnings in second job by matching information on age, state or territory of usual residence, area of usual residence and owner manager status. Depending on which values were imputed, donors were chosen from the pool of individual records with complete information for the block of questions where the information was missing.

Earnings

19 Estimates relating to mean and median weekly earnings exclude employees who did not draw a wage or salary. These employees comprise owner managers of incorporated enterprises (OMIEs) who responded that they did not draw a wage or salary when asked "In your main job, how often are you paid?" Care should be taken when using estimates of mean weekly earnings or median weekly earnings.

Leave entitlements

20 Employees (excluding OMIEs) have been classified as 'With paid leave entitlements' if they were entitled to paid sick leave and/or paid holiday leave. In all other cases, employees have been classified as 'Without paid leave entitlements'.

COMPARABILITY OF TIME SERIES

21 The Labour Force Survey estimates, and estimates from the supplementary surveys, are calculated in such a way as to sum to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are based on Estimated Resident Population (ERP) data. Generally, revisions are made to population benchmarks for the LFS following the final rebasing of population estimates to the latest five-yearly Census of Population and Housing, or when the need arises.

22 From February 2009 Labour Force Estimates have been compiled using population benchmarks based on the 2006 Census of Population and Housing. Revisions were applied to the LFS population benchmarks in the July 2010 and November 2012 issues to take into account the latest available population estimates. The latest revision presented in the November 2012 issue is reflected in the estimates presented in EEBTUM.

23 Changes to the LFS population benchmarks impact primarily on the magnitude of the Labour Force Survey estimates (i.e. employment and unemployment) that are directly related to the underlying size of the population. For more details on population benchmarks, see the Explanatory Notes in Labour Force, Australia (cat. no. 6202.0), and for details about the revisions made, see the article in the November 2012 issue of Labour Force, Australia

(cat. no. 6202.0) and the article in the September 2010 issue of Labour Force, Australia (cat. no. 6202.0).

24 From 2009, the survey included people in very remote areas of Australia except for people living in Aboriginal and Torres Strait Islander communities in very remote parts of Australia.

25 Care should be taken when comparing movements in mean weekly earnings and employment benefits estimates that include the July 1991 and August 1997 surveys. The usual period between surveys is 12 months, however in 1991 the elapsed time was 11 months (August 1990 to July 1991), and in 1992 it was 13 months (July 1991 to August 1992). In 1997, the elapsed time was 2 years (August 1995 to August 1997).

26 A change was made in 2002 to the method used to determine whether an employee worked full-time or part-time in their main job. Prior to 2002, 'full-time or part-time employees in main job' was derived from a self-perception question in which all employees were asked 'Is your job full-time or part-time?'. Following the redesign in 2001 of the LFS questionnaire, actual hours worked in main job in the reference week was collected. From August 2002, data on hours worked in main job are used to derive full-time or part-time status of employees in main job.

27 This approach is consistent with the method used in the LFS to derive full-time or part-time status in all jobs. For further details, see Glossary entries 'Full-time employees in main job' and 'Full-time workers'.

28 In 2007, there was a change to the data item 'Whether considered main job to be casual'. From 2007, all employees (excluding OMIEs) were asked if they were employed as a casual. In 2006 and previous years, OMIEs and employees who received both paid sick and paid holiday leave were not asked if they were employed as a casual. This resulted in a break in series. Users need to exercise care when comparing the number of people who considered their job to be casual with data prior to August 2007.

Salary sacrifice

29 The estimates of earnings in this publication are produced in accordance with the conceptual framework for measures of employee remuneration, as outlined in Information paper: Changes to ABS Measure of Employee Remuneration, Australia 2006 (cat. no. 6313.0).

30 From 2007, as a result of a change in the concept of earnings being measured, employees were asked to include salary sacrifice when estimating their earnings. In previous years, there was no explicit reference to the treatment of salary sacrifice. It is probable that some employees were already including amounts of salary sacrifice in their estimates of earnings, depending upon how their pay was reported. This change has resulted in a break in series. Users need to exercise care when comparing the earnings of employees in this publication with those prior to 2007.

Imputation

31 From 2009, additional information relating to the number of hours that a respondent's last pay period covered in their main job was added to the imputation process.

32 Aside from the change in 2009, the current imputation method has been used since the

2005 survey. A similar method of imputation was used for the 2004 survey. The differences between the 2004 and the current imputation method are that donors are matched, where possible at a finer level of detail; and second job earnings are imputed whereas in 2004 they were not.

33 These changes in methodology were designed to improve the imputed earnings data at the unit record level, but have little impact on aggregate estimates.

34 Prior to 2004, imputation was not used. Employees whose weekly earnings could not be determined were excluded from estimates of mean or median weekly earnings. Care should be taken when comparing earnings data from 2004 onwards with earnings data prior to 2004. To compare the change in methodology from 2003 to 2004 see paragraph 28 of the Explanatory Notes in Employee Earnings, Benefits and Trade Union Membership, August 2004 (cat. no. 6310.0).

COMPARABILITY WITH MONTHLY LFS STATISTICS

35 Due to differences in the scope and sample size of this supplementary survey and that of the monthly LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

COMPARABILITY WITH EMPLOYER-BASED AVERAGE WEEKLY EARNINGS SURVEY

36 Caution should be exercised when comparing estimates of mean weekly earnings in this publication with estimates of average weekly earnings included in the biannual publication Average Weekly Earnings, Australia (cat. no. 6302.0), which are compiled from a survey of employers. There are important differences in the concepts, scope and methodology of the two surveys resulting in different estimates.

37 Estimates of average weekly earnings from the publication Average Weekly Earnings, Australia (cat. no. 6302.0) excluded amounts salary sacrificed until May 2011, and since then, have been reported as Average Weekly Cash Earnings in the Average Weekly Earnings datacubes. From 2007, EEBTUM has included amounts salary sacrificed in the estimates of mean and median weekly earnings.

38 The Survey of Average Weekly Earnings excludes employees in the industries of Agriculture, forestry and fishing; and Private households employing staff. Both of these are included in the EEBTUM household survey and result in differences in earnings. The Survey of Average Weekly Earnings collects information from employers who complete a questionnaire with details of their employees' total gross earnings and their total number of employees. For EEBTUM, respondents are either interviewed personally, or another adult member of their household responds on their behalf. Where earnings are not known exactly an estimate is reported.

39 The methodology used in EEBTUM may result in non-sampling error not evident in surveys of employers (and vice versa). This may account for some of the differences between the results of the two surveys.

PREVIOUS SURVEYS

40 Similar surveys on weekly earnings have been conducted annually in August since 1975, except in 1991 when the survey was conducted in July, and in 1996 when the survey was

not conducted.

41 Prior to 1999, this publication was titled Weekly Earnings of Employees (Distribution), Australia (cat. no. 6310.0). The change in title reflects the inclusion of employment benefits and trade union membership data previously released in other publications.

42 Results of previous surveys on employment benefits have been published in Weekly Earnings of Employees (Distribution), Australia, August 1997 (cat. no. 6310.0).

43 Information on trade union membership was first collected in 1976, then biennially in its current format, from 1986 to 1992. From 1994, it was conducted annually (with only limited data available every second year). Results of previous surveys were published in Labour Force, Australia, December 1994, December 1995 (cat. no. 6203.0).

44 Limited data on trade union membership have also been published in:

- Employment Arrangements, Retirement and Superannuation, Australia, April to July 2007 (Re-issue) (cat. no. 6361.0);
- Weekly Earnings of Employees (Distribution), Australia, August 1997 (cat. no. 6310.0);
- Working Arrangements, Australia, November 2000 (cat. no. 6342.0); and
- Working Arrangements, Australia, November 2003 (cat. no. 6342.0).

ACKNOWLEDGEMENT

45 ABS publications draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the **Census and Statistics Act, 1905**.

PRODUCTS AND SERVICES

Spreadsheets

46 Tables contained in the publication are released in spreadsheet format. Additional tables are also available in spreadsheet format with time series data. These tables are made available with the publication from the ABS website.

RELATED PUBLICATIONS

47 Other publications which may be of interest include:

- Australian Labour Market Statistics (cat. no. 6105.0);
- Average Weekly Earnings, Australia (cat. no. 6302.0);
- Barriers and Incentives to Labour Force Participation, Australia (cat. no. 6239.0);
- Education and Work, Australia (cat. no. 6227.0);
- Employment Arrangements, Retirement and Superannuation, Australia, April to July 2007 (Re-issue) (cat. no. 6361.0);
- Employee Earnings and Hours, Australia (cat. no. 6306.0);
- Forms of Employment, Australia (cat. no. 6359.0);
- Industrial Disputes, Australia (cat. no. 6321.0);

- Labour Force, Australia (cat. no. 6202.0);
- Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001);
- Retirement and Retirement Intentions, Australia (cat. no. 6238.0); and
- Working Time Arrangements, Australia (cat. no. 6342.0).

48 Current publications and other products released by the ABS are available from the **Statistics Page** on the ABS website. The ABS also issues a daily **Release Advice** on the website which details products to be released in the week ahead.

Glossary

GLOSSARY

Born in Australia

Includes persons born in Australia, Norfolk Island and Australian External Territories.

Casual loading

Provision by an employer of a higher rate of pay to compensate for not being entitled to paid holiday and/or paid sick leave.

Did not draw a wage or salary

Consists of persons who worked in their own incorporated enterprise only.

Employees

People who:

- worked for a public or private employer; and
- received remuneration in wages or salary; or are paid a retainer fee by their employer and worked on a commission basis, or for tips, piece-rates or payment in kind; or
- operated their own incorporated enterprise with or without hiring employees.

In Employee Earnings, Benefits and Trade Union Membership (EEBTUM), employees who worked solely for payment in kind were excluded.

Full adult rate of pay

Full rate of pay an adult employee receives, as specified by their employer. If an employee is not being paid at the full adult rate they may be paid a percentage of the adult rate dependent on their age or abilities. Adult employees are employees who are 21 years of age or over, and employees under 21 years old who are paid at the full adult rate for their occupation.

Full-time employees in main job

People who were employees in their main job and were:

- Single job holders who usually work 35 hours or more a week, or usually work fewer than 35 hours but worked 35 hours or more during the reference week; or
- Multiple job holders who usually work 35 hours or more in their main job and those who, although usually working fewer than 35 hours in their main job, worked 35 hours or more during the reference week.

Full-time workers

Employed persons who usually worked 35 hours or more a week (in all jobs) and others who, although usually working fewer than 35 hours a week, worked 35 hours or more during the reference week. In the EEBTUM survey, full-time workers relates to full-time workers who were employees in their main job. See Employees.

Holiday leave

The entitlement of an employee to paid holiday, paid vacation or paid recreation leave in their main job.

Hours paid for in main job in last pay

The number of hours for which employees were paid in their main job in their last pay, not necessarily the number of hours actually worked during the reference week (e.g. an employee on paid leave for the week was asked to report the number of hours for which they were paid).

Hours worked

The number of hours actually worked during the reference week.

Industry of main job

An industry is a group of businesses or organisations that undertake similar economic activities to produce goods and/or services. In this publication, industry refers to ANZSIC Division as classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 1.0) (cat. no. 1292.0).

Long service leave

The entitlement of an employee to paid long service leave in their main job.

Main English-speaking countries

The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.

Main job

The job in which most hours are usually worked.

Maternity/paternity leave

The entitlement of an employee to paid maternity/paternity leave in their main job.

Mean weekly earnings

The amount obtained by dividing the total earnings of a group by the number of employees in that group.

Median weekly earnings

The amount which divides the distribution of employees into two groups of equal size, one having earnings above and the other below that amount.

Multiple jobholder

Employed persons who, during the reference week, worked in more than one job. Multiple jobholders exclude those who changed employer and those who held a second job from which they were absent during the reference week because of holidays, sickness or any other reason.

In this publication, a multiple jobholder relates to only those who were employees in their main job.

Information on earnings in main job is collected from all multiple jobholders. Information on earnings in second job is only collected from multiple jobholders who were employees in their second job.

No paid leave entitlements

Employees who do not have or do not know if they had paid holiday leave, paid sick leave, paid long service leave and paid maternity/paternity leave in their main job.

Occupation of main job

An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication, occupation refers to Major Group as defined by ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1 (cat. no. 1220.0).

Owner managers of incorporated enterprises (OMIEs)

People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (may also be known as a limited liability company).

Paid leave entitlements

The entitlement of employees (excluding OMIEs) to either paid holiday leave, paid sick leave, paid long service leave and/or paid maternity/paternity leave in their main job.

Paid set amount or by the hour

Employees with a fixed annual salary who get paid the same amount each pay period (excluding overtime and bonuses), regardless of the number of hours worked in the week are classed as 'paid by set amount'. Employees classed as 'paid by the hour' have their pay specifically determined by the number of hours they work each pay period.

Part-time employees in main job

People who were employees in their main job and were:

- Single job holders who usually work fewer than 35 hours a week, and did so in the reference week; or
- Multiple job holders who actually worked fewer than 35 hours in their main job in the reference week, or were away from their main job but usually work fewer than 35 hours a week in their main job.

Part-time workers

Employed persons who usually worked fewer than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work in the reference week. In this publication, part-time workers relates to part-time workers who were employees in their main job.

Reference week

The week preceding the week in which the interview was conducted.

Salary sacrifice

An arrangement under which an employee agrees contractually to forgo part of the remuneration which the employee would otherwise receive as wages and salaries in return for the employer or someone associated with the employer providing benefits of a similar value.

Second job

A job, other than the main job, in which some hours were worked during the reference week.

Sector of main job

Sector of main job is used to classify a respondent's employer as a public or private enterprise. The public sector includes all government units, such as government departments, non-market non-profit institutions that are controlled and mainly financed by government, and corporations and quasi-corporations that are controlled by government.

Sick leave

The entitlement of an employee to paid sick leave in their main job.

Size of location in main job

The number of persons employed at the location of the respondent's main job by their employer.

Superannuation contributions

As a result of employment, employer has made superannuation contributions in the last 12 months into a Superannuation Scheme on behalf of employee in their main job.

Under the **Superannuation Guarantee Act, 1992**, employers are obliged to make superannuation contributions on behalf of their employees. Exemptions include where the employee is aged less than 18 years and not working 30 hours or more; are aged 70 years or over; or employees who earn less than \$450 (before tax) in a calendar month.

Trade union

An organisation consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members.

Trade union member

Employees who are a member of a trade union, not necessarily in connection with their main job.

Trade union member in main job

Employees with membership in a trade union in connection with their main job.

Weekly earnings

Amount of 'last total pay' (i.e. before taxation, salary sacrifice and other deductions had been made) from wage and salary jobs prior to the interview. For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases, prepayment of leave or bonuses, etc.

With paid leave entitlements

Employees (excluding OMIEs) who were entitled to either paid holiday leave or paid sick leave (or both) in their main job. For more information, see paragraph 20 of the Explanatory Notes.

Without paid leave entitlements

Employees (excluding OMIEs) who were not entitled to paid holiday leave and paid sick leave, or did not know whether they were entitled to paid holiday leave or paid sick leave in their main job.

Abbreviations

ABBREVIATIONS

'000	thousand
ABS	Australian Bureau of Statistics
ABSDL	Australian Bureau of Statistics Data Laboratory
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
CURF	confidentialised unit record file

EEBTUM	Employee Earnings, Benefits and Trade Union Membership
ERP	estimated resident population
LFS	Labour Force Survey
n.f.d.	not further defined
OMIE	owner manager of incorporated enterprise
RADL	Remote Access Data Laboratory
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

Populations and Data item list (Appendix)

APPENDIX 1 POPULATIONS AND DATA ITEM LIST

POPULATIONS

The ABS has a range of data available on request from the Employee Earnings, Benefits and Trade Union Membership Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the persons in the survey to whom the data item relates. Where alternative output categories are available for the same data item, these are shown and the data item name is followed by a bracketed numeral (e.g. Country of birth (2)).

For more information about the ABS data available on request, contact Client Services Section in Canberra on 1300 135 070 or via email <client.services@abs.gov.au> or contact Labour Supplementary Survey Section on (02) 6252 7206 or via email <labour.statistics@abs.gov.au>.

Population 1

Employees in main job

Population 2

Full-time employees in main job

Population 3

Employees in main job who were full-time workers

Population 4

Employees who worked as an employee in their second job in the reference week

Population 5

Employees who were members of a trade union in their main job

Population 6

Employees who were trade union members

Population 7

Employees (excluding OMIEs) in main job

Population 8

Owner managers of incorporated enterprises (OMIEs) in their main job

Population 9

Employees in main job who were part-time workers

Data Item List	Populations
1 State or territory of usual residence	All
New South Wales	
Victoria	
Queensland	
South Australia	
Western Australia	
Tasmania	
Northern Territory	
Australian Capital Territory	
2 Area of usual residence	All
State capital city	
Balance of state/territory	
3 Region of usual residence	All
Standard labour force dissemination regions	
4 Sex	All
Males	
Females	
5 Social marital status	All
Married	
Not married	
6 Relationship in household	All
Family member	
Husband, wife or partner	
With dependants	
Without dependants	
Lone parent	
With dependants	
Without dependants	
Dependent student	

	Non-dependent child	
	Other family person	
	Non-family member	
	Lone person	
	Not living alone	
	Relationship not determined	
7A	Country of birth and period of arrival	All
	Born in Australia	
	Born overseas	
	Arrived before 1971	
	Arrived 1971-1980	
	Arrived 1981-1990	
	Arrived 1991-2000	
	Arrived 2001-2010	
	Arrived 2011 to date of interview	
7B	Country of birth (1)	All
	Born in Australia	
	Born overseas	
	Born in main English-speaking countries	
	Born in other than main English-speaking countries	
	Inadequately described	
7C	Country of birth (2)	All
	Born in Australia	
	Born overseas	
	Oceania and Antarctica	
	North-West Europe	
	Southern and Eastern Europe	
	North Africa and the Middle East	
	South-East Asia	
	North-East Asia	
	Southern and Central Asia	
	Americas	
	Sub-Saharan Africa	
	Inadequately described	
8	Age group (years)	All
	15-19	
	20-24	
	25-34	
	35-44	
	45-54	
	55-59	
	60-64	
	65 and over	
	Note: Age collected in single years	
9	Age of youngest dependent child	All
	0-4 years	
	5-9 years	
	10-14 years	
	No dependent children	
10	Number of children in family aged under 15 years	All
	Had children under 15 years	
	One	
	Two	
	Three or more	
	Did not have children under 15 years	
11	Age and whether attending an educational institution	All
	Aged 15-19 years attending school	
	Aged 15-19 years attending a tertiary educational institution full time	
	Aged 15-19 years attending neither school nor a tertiary educational institution	
	Aged 15-19 years attending a tertiary educational institution full time	

	Aged 20-24 years attending tertiary educational institution full time	
	Aged 20-24 years not attending tertiary educational institution full time	
	Not applicable	
12	Occupation of main job	All
	Managers	
	Professionals	
	Technicians and trades workers	
	Community and personal service workers	
	Clerical and administrative workers	
	Sales workers	
	Machinery operators and drivers	
	Labourers	
13	Industry of main job	All
	Agriculture, forestry and fishing	
	Mining	
	Manufacturing	
	Electricity, gas, water and waste services	
	Construction	
	Wholesale trade	
	Retail trade	
	Accommodation and food services	
	Transport, postal and warehousing	
	Information media and telecommunications	
	Financial and insurance services	
	Rental, hiring and real estate services	
	Professional, scientific and technical services	
	Administrative and support services	
	Public administration and safety	
	Education and training	
	Health care and social assistance	
	Arts and recreation services	
	Other services	
14	Continuous duration with current employer/business in main job	All
	Under 12 months	
	Under 3 months	
	3 and under 6 months	
	6 and under 12 months	
	1 year and over	
15	Expected future duration with current employer/business in main job	All
	Expected to be with current employer/business in 12 months	
	Did not expect to be with current employer/business in 12 months	
16	Reason expected duration with current employer/business less than 12 months in main job	All
	Voluntary/non-economic reasons	
	Changing jobs/seeking other employment	
	Return to study/travel/family reasons	
	Retiring	
	Other reason	
	Involuntary/economic reasons	
	Seasonal/temporary job/fixed contract	
	Employer/business closing down/down-sizing	
17	Weekly earnings in main job	All
	Under \$200	
	\$200 to less than \$300	
	\$300 to less than \$400	

\$400 to less than \$500
 \$500 to less than \$600
 \$600 to less than \$700
 \$700 to less than \$800
 \$800 to less than \$900
 \$900 to less than \$1,000
 \$1,000 to less than \$1,200
 \$1,200 to less than \$1,400
 \$1,400 to less than \$1,600
 \$1,600 to less than \$1,800
 \$1,800 and over
 Did not draw a wage or salary
 Note: Earnings collected in single dollars

18 Weekly earnings in second job 4

Under \$100
 \$100 to less than \$200
 \$200 and over
 Did not draw a wage or salary
 Note: Earnings collected in single dollars

19 Weekly earnings in all jobs All

Under \$200
 \$200 to less than \$300
 \$300 to less than \$400
 \$400 to less than \$500
 \$500 to less than \$600
 \$600 to less than \$700
 \$700 to less than \$800
 \$800 to less than \$900
 \$900 to less than \$1,000
 \$1,000 to less than \$1,200
 \$1,200 to less than \$1,400
 \$1,400 to less than \$1,600
 \$1,600 to less than \$1,800
 \$1,800 or more
 Did not draw a wage or salary
 Note: Earnings collected in single dollars

20 Hours actually worked in main job All

Less than 1 hour/no hours
 1-14
 15-19
 20-24
 25-29
 30-34
 35
 36-39
 40
 41-44
 45-48
 49 and over

Note: Collected in single hours

21 Hours actually worked in second job 4

Less than 1 hour/no hours
 1-19
 20-29
 30-34
 35-39
 40
 41-44
 45-48
 49 and over

Note: Collected in single hours

22 Hours actually worked in all jobs All

Less than 1 hour
 1-14
 15-19

	20-24	
	25-29	
	30-34	
	35	
	36-39	
	40	
	41-44	
	45-48	
	49 and over	
	Note: Collected in single hours	
23	Hours paid for in main job in last pay	All
	1-14	
	15-19	
	20-24	
	25-29	
	30-34	
	35	
	36-39	
	40	
	41-44	
	45-48	
	49 and over	
	OMIEs who did not draw a wage/salary	
	Workers' compensation	
	Note: Collected in single hours	
24	Full-time or part-time status in main job	All
	Full-time employees	
	Part-time employees	
25	Full-time or part-time status in all jobs	All
	Full-time workers	
	Part-time workers	
26	Whether preferred to work more hours	9
	Preferred to work more hours	
	Did not prefer to work more hours	
27	Sector of main job	All
	Public	
	Private	
	Could not be determined	
28	Frequency of pay in main job	All
	Weekly	
	Fortnightly	
	Four weekly	
	Monthly	
	Quarterly	
	Other	
29	Whether had paid leave entitlements in main job	7
	With paid leave entitlements	
	Without paid leave entitlements	
30	Size of location in main job	All
	Fewer than 10 employees	
	10-19 employees	
	20-99 employees	
	100 or more employees	
	Did not know	
31	Number of paid leave entitlements in main job	7
	No paid leave entitlements	
	One or more paid leave entitlements	
	One entitlement	
	Two entitlements	
	Three entitlements	
	Four entitlements	
32	Whether current employer made superannuation contributions on behalf of employee in main job	All
	Employer made contributions	
	Employer did not make contributions	

	Did not know	
33	Whether entitled to paid holiday leave in main job	7
	Entitled to paid holiday leave	
	Not entitled to paid holiday leave	
	Did not know	
34	Whether entitled to paid sick leave in main job	7
	Entitled to paid sick leave	
	Not entitled to paid sick leave	
	Did not know	
35	Whether entitled to paid long service leave in main job	7
	Entitled to paid long service leave	
	Not entitled to paid long service leave	
	Did not know	
36	Whether entitled to paid maternity/paternity leave in main job	7
	Entitled to paid maternity/paternity leave	
	Not entitled to paid maternity/paternity leave	
	Did not know	
37	Whether received casual loading as part of pay in main job	7
	Received casual loading	
	Did not receive casual loading	
	Did not know	
38	Whether paid a set amount or by the hour (excludes overtime and/or bonuses) in main job	7
	Set amount	
	By the hour	
	Did not know	
39	Whether paid full adult rate of pay in main job	All
	Paid full adult rate of pay	
	Not paid full adult rate of pay	
	Did not know	
	Did not draw a wage or salary	
40	Type of paid leave entitlement in main job	7
	No paid leave entitlement	
	Paid holiday leave	
	Paid sick leave	
	Paid long service leave	
	Paid maternity/paternity leave	
	Note: Multi-response category. People may appear in more than one category.	
41	Whether salary sacrificed to superannuation in last pay period in main job	All
	Salary sacrificed to superannuation in last pay period	
	Did not salary sacrifice to superannuation in last pay period	
	Did not know	
42	Whether salary sacrificed to superannuation in last 12 months in main job	All
	Salary sacrificed to superannuation in last 12 months	
	Did not salary sacrifice to superannuation in last 12 months	
	Did not know	
43	Trade union membership in main job	All
	Trade union member in main job	
	Not a trade union member in main job	
	Did not know	
44	Trade union membership (not necessarily in connection with main job)	All
	Trade union member	

	Trade union member in connection with main job	
	Trade union member not in connection with main job	
	Not a trade union member	
	Did not know	
45	Duration (length) of current trade union membership	All
	Currently a trade union member	
	Less than 1 year	
	1 year	
	2 years	
	3-4 years	
	5-9 years	
	10 or more years	
	Previously a trade union member	
	Never been a trade union member	
	Note: Time collected in single weeks to 51 weeks & single years to 10 years	
46	Duration (time) since previously a trade union member	All
	Previously a trade union member	
	Less than 1 year ago	
	1 year ago	
	2 years ago	
	3-4 years ago	
	5-9 years ago	
	10 or more years ago	
	Never been a trade union member	
	Currently a trade union member	
	Note: Time collected in single weeks to 51 weeks & single years to 10 years	
47	Previous trade union membership	All
	Previously a trade union member	
	Never been a trade union member	
	Currently a trade union member	
48	Multiple job-holder status	All
	Multiple job-holder	
	Not a multiple job-holder	
49	Whether considered main job to be casual	7
	Considered job to be casual	
	Did not consider job to be casual	
50	Whether able to choose when holidays were taken in main job	7
	Could choose	
	Could sometimes choose	
	Could not choose	
51	Employment type in main job	All
	Employees (excluding OMIEs)	
	With paid leave entitlements	
	Without paid leave entitlements	
	Owner managers of incorporated enterprises	

Supplementary surveys (Appendix)

APPENDIX 2 SUPPLEMENTARY SURVEYS

SUPPLEMENTARY SURVEYS

The Monthly Population Survey program and Multi-Purpose Household Survey program collect data on particular aspects of the labour force. The following is an historical list of labour supplementary surveys collected in these programs. Data from these surveys are available on request and can be obtained by contacting the ABS.

	cat. no.	Frequency	Latest issue
Monthly Population Supplementary Surveys			
Characteristics of Recent Migrants, Australia(a)	6250.0	Irregular	November 2010
Child Employment, Australia	6211.0	Irregular	June 2006
Childhood Education and Care, Australia	4402.0	Irregular	June 2011
Education and Work, Australia	6227.0	Annual	May 2012
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2012
Forms of Employment, Australia	6359.0	Annual	November 2012
Job Search Experience, Australia	6222.0	Annual	July 2012
Labour Force Experience, Australia	6206.0	Biennial	February 2011
Labour Mobility, Australia	6209.0	Biennial	February 2012
Locations of Work, Australia	6275.0	Irregular	November 2008
Multiple Jobholding, Australia(b)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2012
Pregnancy and Employment Transitions, Australia	4913.0	Irregular	November 2011
Underemployed Workers, Australia	6265.0	Annual	September 2012
Working Time Arrangements, Australia(c)	6342.0	Irregular	November 2012
Multi-Purpose Household Surveys			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2010-2011
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2010-2011
Work-Related Injuries, Australia	6324.0	Irregular	2009-2010

(a) This product replaces the publication Labour Force Status and Other Characteristics of Migrants, Australia (cat. no. 6250.0).

(b) Data available on request for July 2001 or see Employment Arrangements, Retirement and Superannuation, Australia, Apr to Jul 2007 (Re-issue) (cat. no. 6361.0).

(c) In 2006 this product replaced the publication Working Arrangements, Australia (cat. no. 6342.0).

Quality Declaration - Summary

QUALITY DECLARATION - SUMMARY

INSTITUTIONAL ENVIRONMENT

For information on the institutional environment of the Australian Bureau of Statistics (ABS), including the legislative obligations of the ABS, financing and governance arrangements, and mechanisms for scrutiny of ABS operations, please see ABS Institutional Environment.

RELEVANCE

The Employee Earnings, Benefits and Trade Union Membership Survey (EEBTUM) collects a range of information about employees including weekly earnings of employees, their leave

entitlements (paid holiday, paid sick, paid long service and paid maternity/paternity leave), superannuation contributions made by employer on behalf of employee, benefits and trade union membership. The collection of a range of socio-demographic and labour force characteristics.

The survey is a valuable source of data for comparing and analysing the distribution of both weekly earnings and employment benefits of employees. Data are used in the development and review of wages and labour market policies, and in wage negotiation processes.

The survey is the only reliable source of data on the distribution of trade union members by socio-demographic and labour force characteristics.

TIMELINESS

The Employee Earnings, Benefits and Trade Union Membership (EEBTUM) Survey is conducted annually, in August, as a supplement to the monthly Labour Force Survey (LFS). Results from this survey are released the following year after the completion of enumeration in the publication Employee Earnings, Benefits and Trade Union Membership (cat. no. 6310.0).

ACCURACY

Estimates from the EEBTUM survey are subject to sampling and non-sampling errors. Relative standard error (RSE) is a measure of the size of the sampling error affecting an estimate, i.e. the error introduced by basing estimates on a sample of the population rather than the full population. Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data.

The EEBTUM survey was designed primarily to provide estimates at the Australia level. Broad estimates are available for state and capital city/balance, though users should exercise caution when using estimates at this level because of the presence of high sampling errors. RSEs for all estimates in the publication are available in the Technical Note.

COHERENCE

While the LFS provides the official estimate of persons in the labour force, the EEBTUM survey provides further information on the employment benefits, earnings and trade union membership of employees from the LFS. Some summary information is also collected in the Labour Force Survey on a quarterly basis.

The ABS has been conducting EEBTUM since 1999. Key changes to the EEBTUM include:

- revision of population benchmarks;
- imputation;
- changes to data items in 2012; and
- other changes to the Employee Earnings, Benefits and Trade Union Membership survey.

Prior to 1999 this publication was titled *Weekly Earnings of Employees (Distribution), Australia* (cat. no. 6310.0).

For more information on changes to the survey see [Chapter 21.2 of Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

Employee earnings measures are also available from [Average Weekly Earnings, Australia](#) (cat. no. 6302.0) and [Employee Earnings and Hours, Australia](#) (cat. no. 6306.0).

INTERPRETABILITY

The Employee Earnings, Benefits and Trade Union Membership publication contains tables and a Summary of Findings to aid interpretation of the results of the survey. Detailed Explanatory Notes, Technical Note and a Glossary are also included providing information on the terminology, classifications and other technical aspects associated with these statistics.

Further commentary is often available through articles and data published in other ABS products, including:

- Australian Labour Market Statistics (cat. no. 6105.0).
- Australian Social Trends (cat. no. 4102.0).
- Year Book, Australia (cat. no. 1301.0) - refer to the 'Labour' chapter.

ACCESSIBILITY

The main product from the survey is released electronically via the ABS website as a PDF publication and spreadsheets, Employee Earnings, Benefits and Trade Union Membership (cat. no. 6310.0). Additional data may be available on request (subject to data quality). For a list of data items available see Appendix 1 of the publication. Note that detailed data can be subject to high relative standard errors, and in some cases, may result in data being confidentialised.

Additional tables in spreadsheet format with time series data are also available from the ABS website.

For further information about these or related statistics, contact the National Information and Referral Centre on 1300 135 070 or the Labour Supplementary Survey Section in Canberra on (02) 6252 7206 or by email to <labour.statistics@abs.gov.au>.

Quality Declaration - Relevance

CONTENT AND DESIGN

This publication presents information about the distribution of weekly earnings of employees, their entitlement to core employment benefits such as paid leave (paid holiday, paid sick, paid long service and paid maternity/paternity leave), superannuation contributions made by employers on behalf of employees, and trade union membership. This information can be cross-classified by a range of personal characteristics such as age, sex and country of birth, and by characteristics of employment such as full-time or part-time status, industry and occupation of main job.

The statistics in this publication were compiled from the Employee Earnings, Benefits and

Trade Union Membership (EEBTUM) Survey conducted throughout Australia in August 2012 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Questions were asked of all employees in their main job except for those who worked solely for payment in kind in their main job.

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

The survey design information relevant to the Labour Force Survey also applies to the Employee Earnings, Benefits and Trade Union Membership and other supplementary surveys, with some exceptions for special dwellings. It includes people in both urban and rural areas in all states and territories but excluded persons living in Aboriginal and Torres Strait Islander communities in very remote parts of Australia. Refer to the Explanatory Notes of the publication for more information.

EMPLOYEES

Employees are people who:

- worked for a public or private employer; and
- received remuneration in wages, salary or are paid a retainer fee by their employer and worked on a commission basis, or for tips or piece-rates or payment in kind; or
- operated their own incorporated enterprise with or without hiring employees.

This survey was restricted to employees in their main job excluding employees who worked solely for payment in kind in their main job. Persons not in the labour force and unemployed persons were also excluded.

Quality Declaration - Coherence

Key changes made to Employee Earnings, Benefits and Trade Union Membership Survey (EEBTUM) include:

REVISION OF POPULATION BENCHMARKS

The Labour Force Survey estimates, and estimates from the supplementary surveys, are calculated in such a way as to sum to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are based on Estimated Resident Population (ERP) data. Generally, revisions are made to population benchmarks for the LFS following the final rebasing of population estimates to the latest five yearly Census of Population and Housing, or when the need arises.

From February 2009 Labour Force Survey estimates have been compiled during population benchmarks based on the 2006 Census of Population and Housing. Revisions were applied to the LFS population benchmarks in July 2010 and November 2012 issues to take into account the latest available population estimates. The latest revision presented in the November 2012 issue is reflected in the estimates presented in EEBTUM.

Changes to the LFS population benchmarks impact primarily on the magnitude of the Labour Force Survey estimates (i.e. employment and unemployment) that are directly related to the underlying size of the population. For more details on population benchmarks,

see the Explanatory Notes in Labour Force, Australia (cat. no. 6202.0) and for details about the revisions made, see the article in the November 2012 issue of Labour Force, Australia (cat. no. 6202.0) and the article in the September 2010 issue of Labour Force, Australia (cat. no. 6202.0).

IMPUTATION

Where information relating to earnings in main job and second job has not been provided by the respondent, values have been imputed. In August 2012, there were 3,422 cases where information relating to earnings in main job was not provided by the respondent, and 109 cases where information relating to earnings in second job was not provided by the respondent. Where this was the only information missing from the respondent record, the value was imputed based on answers provided from another respondent with similar characteristics (referred to as the "donor"). Donor records were selected for imputation of earnings in main job by matching information on sex, age, state or territory of usual residence and selected labour force characteristics (full-time or part-time in main job, industry, occupation, hours worked in main job, owner manager status) of the person with missing information.

Donor records were selected for imputation of earnings in second job by matching information on age, state or territory of usual residence, area of usual residence and owner manager status. Depending on which values were imputed, donors were chosen from the pool of individual records with complete information for the block of questions where the information was missing.

In 2004, imputation was conducted for main job earnings only. Prior to 2004, imputation was not used, hence employees whose weekly earnings could not be determined were excluded from estimates of mean and median weekly earnings.

Further changes to the imputation process include:

- From 2009, additional information relating to the number of hours that a respondent's last pay period covered in their main job was added to the imputation process.
- Aside from the change in 2009, the current imputation method has been used since the 2005 survey. A similar method of imputation was used for the 2004 survey. The differences between the 2004 and the current imputation method are that donors are matched, where possible at a finer level of detail; and second job earnings are imputed whereas in 2004 they were not.
- These changes in methodology were designed to improve the imputed earnings data at the unit record level, but have little impact on aggregate estimates.
- Prior to 2004, imputation was not used. Employees whose weekly earnings could not be determined were excluded from estimates of mean or median weekly earnings. Care should be taken when comparing earnings data from 2004 onwards with earnings data prior to 2004. To compare the change in methodology from 2003 to 2004 see paragraph 28 of the Explanatory Notes in Employee Earnings, Benefits and Trade Union Membership, August 2004 (cat. no. 6310.0).

CHANGES TO DATA ITEMS IN 2012

The data item - 'Country of birth and year of arrival' range has been updated to 'Arrived 2001-2010 and arrived 2011 to survey date'.

OTHER CHANGES TO EMPLOYEE EARNINGS, BENEFITS AND TRADE UNION MEMBERSHIP INCLUDE:

In 2011:

Table 12 presented in the 2010 publication has been split into two tables, becoming Table 12 and Table 13 in 2011. Additional information is presented on weekly earnings in percentiles and deciles in tables 2, 7, 8 and 9.

In 2010:

The 2009 Employee Benefits module that captured information on employment benefits received in the last 12 months was not collected in 2010. The following data items are not presented as a result:

- 'Number of weeks of paid leave entitled to';
- 'Whether able to accrue paid holiday leave';
- 'Number of weeks of paid maternity/paternity leave';
- 'Whether taken paid study leave in the last 12 months';
- 'Whether earnings varied from one pay period to the next';
- 'Whether usually works paid or unpaid extra hours or overtime';
- 'Whether most recent period of extra hours or overtime was paid, unpaid or both';
- 'Whether guaranteed a minimum number of hours of work';
- 'Type of employment benefit received';
- 'Salary sacrifice arrangements in the last pay period';
- 'Level of highest educational attainment';
- 'Level of highest non-school qualification'; and
- 'Highest year of school completed'.

The data item 'Duration of employment in main job' presented in the 2009 publication was renamed 'Continuous duration with current employer/business'.

The data item 'Future employment expectations' presented in the 2009 publication was replaced with 'Expected future duration with current employer/business' and 'Reason expected duration with current employer/business less than 12 months' in 2010.

In 2009:

From 2009, the survey included people in very remote areas of Australia except for people living in Aboriginal and Torres Strait Islander communities in very remote parts of Australia.

The Employee Benefits module of the EEBTUM survey was redeveloped to better capture information on current employment benefits received in the last 12 months, including transport to and from work, communication and/or IT devices and child care, as well as salary sacrifice arrangements.

Additional information, relating to the number of hours that a respondent's last pay period covered in their main job, was used in the imputation process.

A new population, 'Employees who were trade union members' was included. This population provides information about employees who were members of a trade union, not necessarily in connection with their main job.

In 2007:

As a result of a change in the concept of earnings being measured, employees were asked to include salary sacrifice when estimating their earnings in their main job, and for multiple jobholders, in their second job. In previous years, there was not any explicit reference to the treatment of salary sacrifice, yet it is probable that some employees were already including amounts of salary sacrifice in their estimates of earnings, depending on how their pay was reported. As a result of this change there has been a break in series.

There was a change to the data item 'Whether considered main job to be casual'. From 2007, all employees (excluding OMIEs) were asked if they were employed as a casual. In 2006 and previous years, OMIEs and employees who received both paid sick and paid holiday leave were not asked if they were employed as a casual. This resulted in a break in series. Users need to exercise care when comparing the number of people who considered their job to be casual with data prior to August 2007.

Prior to 2002:

'Full-time or part-time employees in main job' was derived from a self perception question in which all employees were asked 'Is your job full-time or part-time?'. Following the redesign in 2001 of the LFS questionnaire, actual hours worked in main job in the reference week is now collected. From August 2002, data on hours worked in main job are now used to derive full-time or part-time status of employees in main job. This approach is consistent with the method used in the LFS to derive full-time or part-time status in all jobs. For further details see Glossary entries 'Full-time employees in main job' and 'Full-time workers' in the Employee Earnings, Benefits and Trade Union Membership publication.

Data Cubes (I-Note) - Data Cubes

Data has been updated in the Trade Union Membership Time Series data cube. The change relates to TABLE 5 in the data cube for EMPLOYEES IN MAIN JOB, by trade union membership in main job, by sector of main job, by full-time or part-time employees in main job, by sex, 1990–2012, in relation to people who 'Did not know' if they were a trade union member.

Data for people who did not know if they were trade union members was included in counts of people who were not trade union members.

This data has been updated and is now included in 'Total'.

Data quality (Technical Note)

TECHNICAL NOTE DATA QUALITY

INTRODUCTION

1 Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all dwellings had been included in

the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

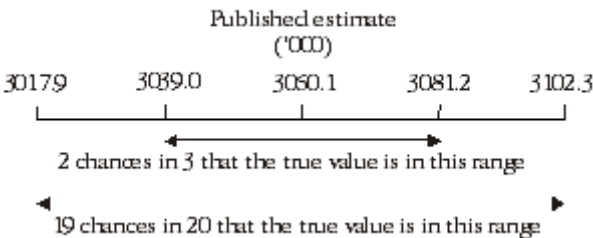
2 Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to as the 'SE model', which is created using data from a number of past Labour Force Surveys. It should be noted that the SE model only gives an approximate value for the SE for any particular estimate, since there is some minor variation between SEs for different estimates of the same size.

CALCULATION OF STANDARD ERROR

3 An example of the calculation and the use of SEs in relation to estimates of persons is as follows. Table 5 shows the estimated number of part-time employees in main job was 3,060,100. Since the estimate is between 2,000,000 and 5,000,000, table T1 shows that the SE for Australia will lie between 17,050 and 28,450 and can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 &SE\ of\ estimate \\
 &= lower\ SE + \left(\left(\frac{size\ of\ estimate - lower\ estimate}{upper\ estimate - lower\ estimate} \right) \times (upper\ SE - lower\ SE) \right) \\
 &= 17,050 + \left(\left(\frac{3,060,100 - 2,000,000}{5,000,000 - 2,000,000} \right) \times (28,450 - 17,050) \right) \\
 &= 21,100\ (rounded\ to\ the\ nearest\ 100)
 \end{aligned}$$

4 There are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall within the range 3,039,000 to 3,081,200 and about 19 chances in 20 that the value will fall within the range 3,017,900 to 3,102,300. This example is illustrated in the diagram below:



5 In general, the size of the SE increases as the size of the estimate increases. Conversely, the RSE decreases as the size of the estimate increases. Very small estimates are thus subject to such high RSEs that their value for most practical purposes is unreliable. In the tables in this publication, only estimates with RSEs of 25% or less are considered reliable for most purposes. Estimates with RSEs greater than 25% but less than or equal to 50% are preceded by an asterisk (e.g. *3.4) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs of greater than 50%, preceded by a double asterisk (e.g. **0.3), are considered too unreliable for general use and should only be used to

aggregate with other estimates to provide derived estimates with RSEs of less than 25%. Table T2 presents the levels at which estimates have RSEs of 25% and 50%.

MEANS AND MEDIANS

6 The RSEs of estimates of mean and median weekly earnings (see paragraph 19 of the Explanatory Notes) are obtained by first finding the RSE of the estimate of the total number of persons contributing to the mean or median (see table T1) and then multiplying the resulting number by the following factors for Australian estimates:

- mean weekly earnings: 0.9
- median weekly earnings: 1.0

7 The following is an example of the calculation of SEs where the use of a factor is required. Table 5 shows an estimate of 3,060,100 part-time employees in main job and table 4 shows mean weekly earnings for the same group as \$507. The SE of 3,060,100 was calculated previously as 21,100. To convert this to an RSE we express the SE as a percentage of the estimate, or $21,100/3,060,100 = 0.7\%$.

8 The RSE of the estimate of mean weekly earnings is calculated by multiplying this number, 0.7%, by the appropriate factor shown in paragraph 6 (in this case 0.9): $0.7 \times 0.9 = 0.63\%$. The approximate SE of this estimate of mean weekly earnings of part-time employees in main job is therefore 0.63% of \$507, that is \$3 (to the nearest dollar). Therefore, there are two chances in three that the mean weekly earnings for female part-time employees that would have been obtained if all dwellings had been included in the survey would have been within the range \$504 to \$510, and about 19 chances in 20 that it would have been within the range \$501 to \$513.

9 Mean and median estimates produced from population estimates smaller than the values in T2 have RSEs larger than 25% and should be used with caution. Table T2 also indicates the size of the population estimates that would produce mean and medians with RSEs greater than 50% which are considered too unreliable for general use.

ALL OTHER ESTIMATES

10 All other estimates produced from population estimates smaller than the values in T2 have RSEs larger than 25% and should be used with caution. T2 also indicates the size of the population estimates with RSEs greater than 50% which are considered too unreliable for general use.

PROPORTIONS AND PERCENTAGES

11 Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSE of a proportion is given below. This formula is only valid when x is a subset of y.

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 + [RSE(y)]^2}$$

12 Considering the example from the previous page, of the 3,060,100 part-time employees in their main job, 850,800 or 27.8% were males. The SE and RSE of 3,060,100 were

calculated previously as 21,100 and 0.7% respectively. The SE for 850,800 calculated by interpolation is 10,700 which converted to a RSE is 10,700/850,800 = 1.3%. Applying the above formula, the RSE of the proportion is:

$$RSE = \sqrt{(1.3)^2 - (0.7)^2} = 1.1\%$$

13 The SE for the proportion, 27.8%, of male part-time employees, is 0.3 percentage points, calculated as (27.8/100)x1.1. There are about two chances in three that the proportion of male part-time employees, was between 27.5% and 28.1%, and 19 chances in 20 that the proportion is within the range 27.2% to 28.4%.

DIFFERENCES

14 Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

15 While this formula will only be exact for differences between separate and uncorrelated characteristics or subpopulations, it is expected to provide a good approximation for all differences likely to be of interest in this publication.

STANDARD ERRORS

T1 Standard Errors of Estimates

Size of estimate (persons)	NSW no.	Vic. no.	Qld. no.	SA no.	WA no.	Tas. no.	NT no.	ACT no.	AUST.	
									SE no.	RSE %
100	290	290	220	180	220	110	80	100	110	110.0
200	400	380	320	240	290	160	120	170	190	95.0
300	470	440	390	280	340	190	150	210	260	86.7
500	580	540	500	340	420	240	200	270	380	76.0
700	660	620	580	390	480	270	230	300	480	68.6
1,000	760	710	680	450	550	310	270	330	610	61.0
1,500	900	830	810	530	640	360	310	360	780	52.0
2,000	1 010	930	910	590	710	390	350	390	920	46.0
2,500	1 100	1 000	1 000	650	800	400	350	400	1 050	42.0
3,000	1 200	1 100	1 050	700	850	450	400	450	1 150	38.3
3,500	1 250	1 150	1 100	700	900	450	400	450	1 250	35.7
4,000	1 300	1 200	1 200	750	900	500	450	450	1 350	33.8
5,000	1 450	1 300	1 250	800	1 000	500	500	500	1 500	30.0
7,000	1 650	1 500	1 450	900	1 150	600	600	600	1 700	24.3
10,000	1 850	1 700	1 600	1 050	1 300	700	750	700	2 000	20.0
15,000	2 150	1 950	1 800	1 200	1 500	850	1 000	850	2 350	15.7
20,000	2 400	2 200	1 950	1 350	1 650	1 000	1 300	1 000	2 550	12.8
30,000	2 800	2 550	2 250	1 550	1 900	1 250	1 800	1 250	2 900	9.7
40,000	3 100	2 800	2 500	1 800	2 100	1 500	2 250	1 500	3 150	7.9
50,000	3 350	3 050	2 750	2 000	2 300	1 700	2 700	1 650	3 400	6.8
100,000	4 250	4 000	3 750	3 000	3 400	2 400	4 700	2 250	4 300	4.3
150,000	5 000	4 850	4 600	3 850	4 450	2 850	6 450	2 500	5 000	3.3
200,000	5 750	5 650	5 400	4 550	5 350	3 200	8 100	2 650	5 600	2.8
300,000	7 250	7 250	6 850	5 550	6 750	3 700	11 050	2 800	6 650	2.2
500,000	10 150	10 050	9 250	7 000	8 600	4 250	..	2 800	8 350	1.7

1,000,000	15 100	15 250	13 200	8 900	10 950	4 850	..	..	11 750	1.2
2,000,000	20 350	22 550	17 700	10 600	12 700	..	..	..	17 050	0.9
5,000,000	25 900	36 100	23 900	11 900	13 250	..	..	..	28 450	0.6
10,000,000	27 750	49 750	27 950	..	..	..	..	..	37 950	0.4

.. not applicable

T2 Population levels at which estimates have RSEs of 25% and 50%

	NSW no.	Vic. no.	Qld no.	SA no.	WA no.	Tas. no.	NT no.	ACT no.	Aust. no.
25% RSE									
Mean weekly earnings	5 600	5 000	4 000	1 900	3 000	1 100	400	1 300	5 900
Median weekly earnings	6 300	5 500	5 100	2 500	3 800	1 400	700	1 500	7 200
Relative standard error of all other estimates	6 300	5 400	5 100	2 600	3 500	1 400	1 100	1 400	6 800
50% RSE									
Mean weekly earnings	1 800	1 600	1 300	600	1 000	300	100	500	1 400
Median weekly earnings	2 000	1 800	1 700	800	1 200	400	200	600	1 800
Relative standard error of all other estimates	2 000	1 800	1 700	800	1 200	500	300	600	1 600

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